WORKFORCE CENTER

2018 RN Renewal Demographic Data

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ABN WORKFORCE COORDINATOR

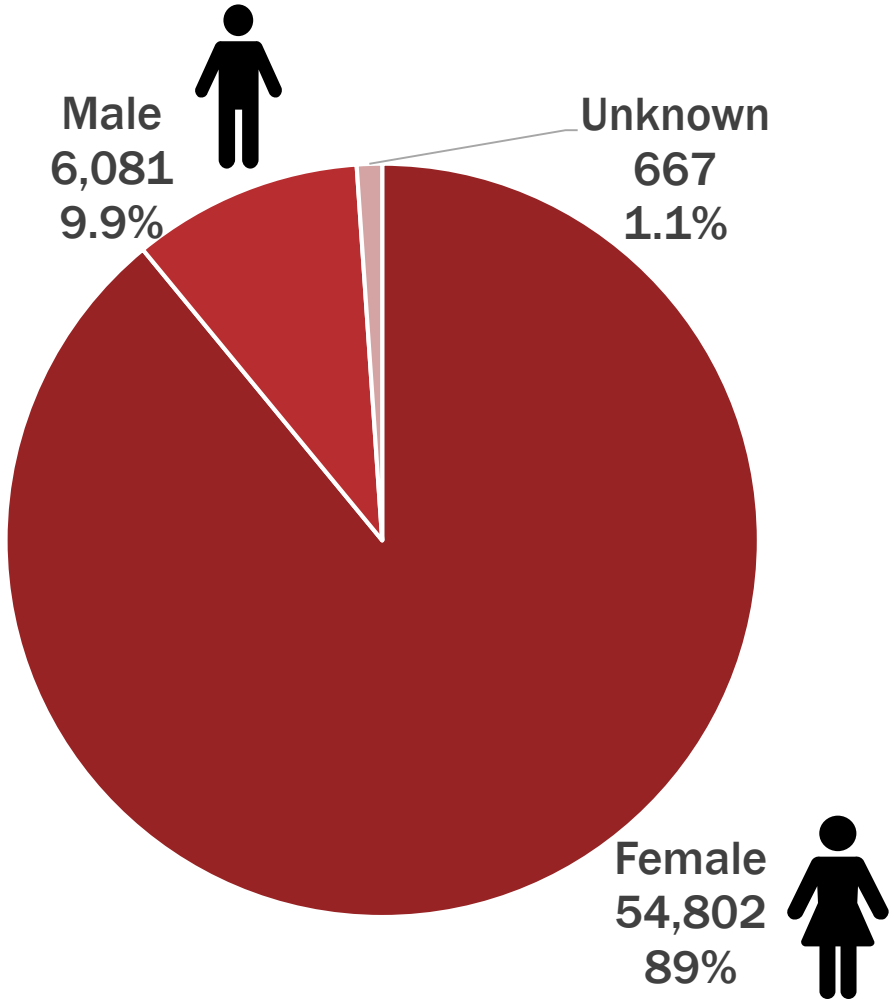
Data Source

- The Alabama Board of Nursing (ABN) collected demographic data at the time of the Registered Nurse (RN) license renewal in 2012, 2014, 2016 and again in 2018. The data were used to determined demographics for RNs licensed in Alabama at the time of the survey and when applicable, to make comparisons to available RN data collected in previous license renewal cycles.

License Renewal

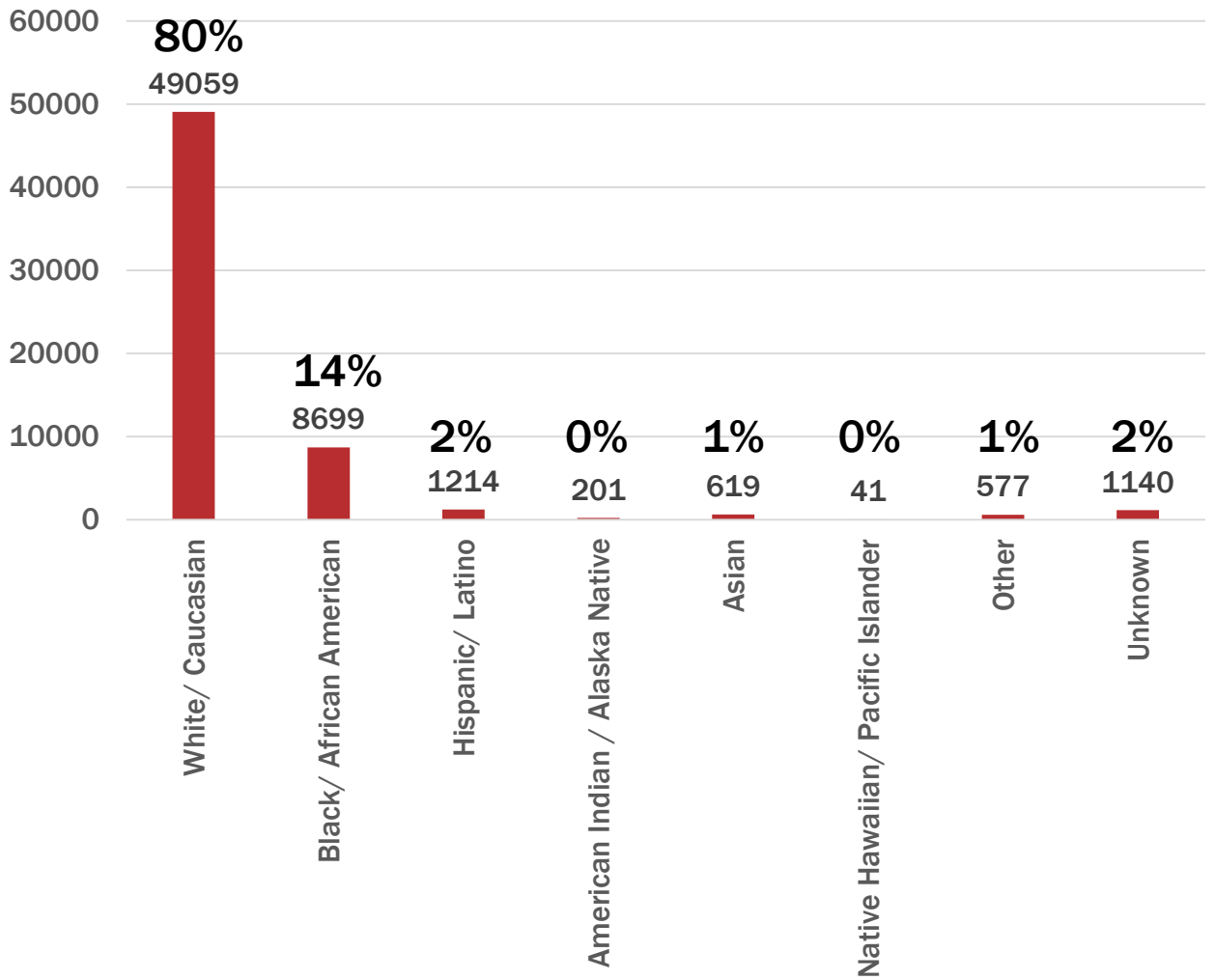
	2016 Renewal	2018 Renewal
Total RNs License Renewed	69,922	75,360
RNs Completing Survey	34,401	61,550
Response Rate:	49.2%	81.2%

Gender



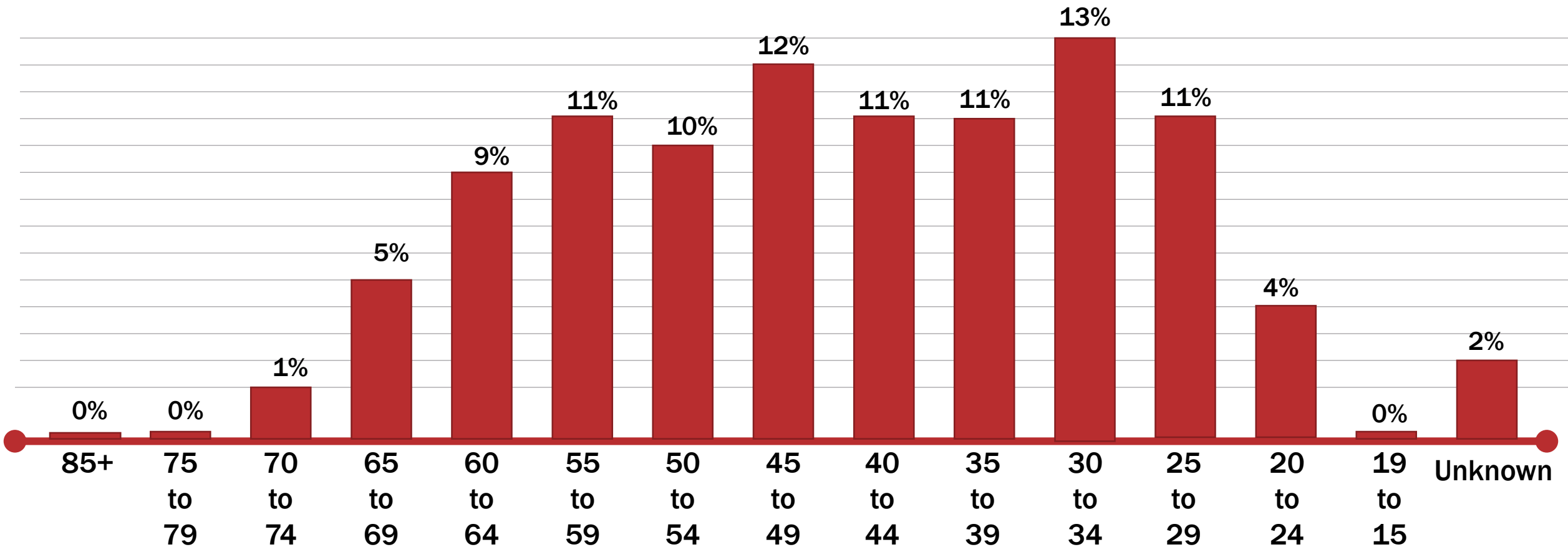
Question 1

Race



Questions **2 & 3**

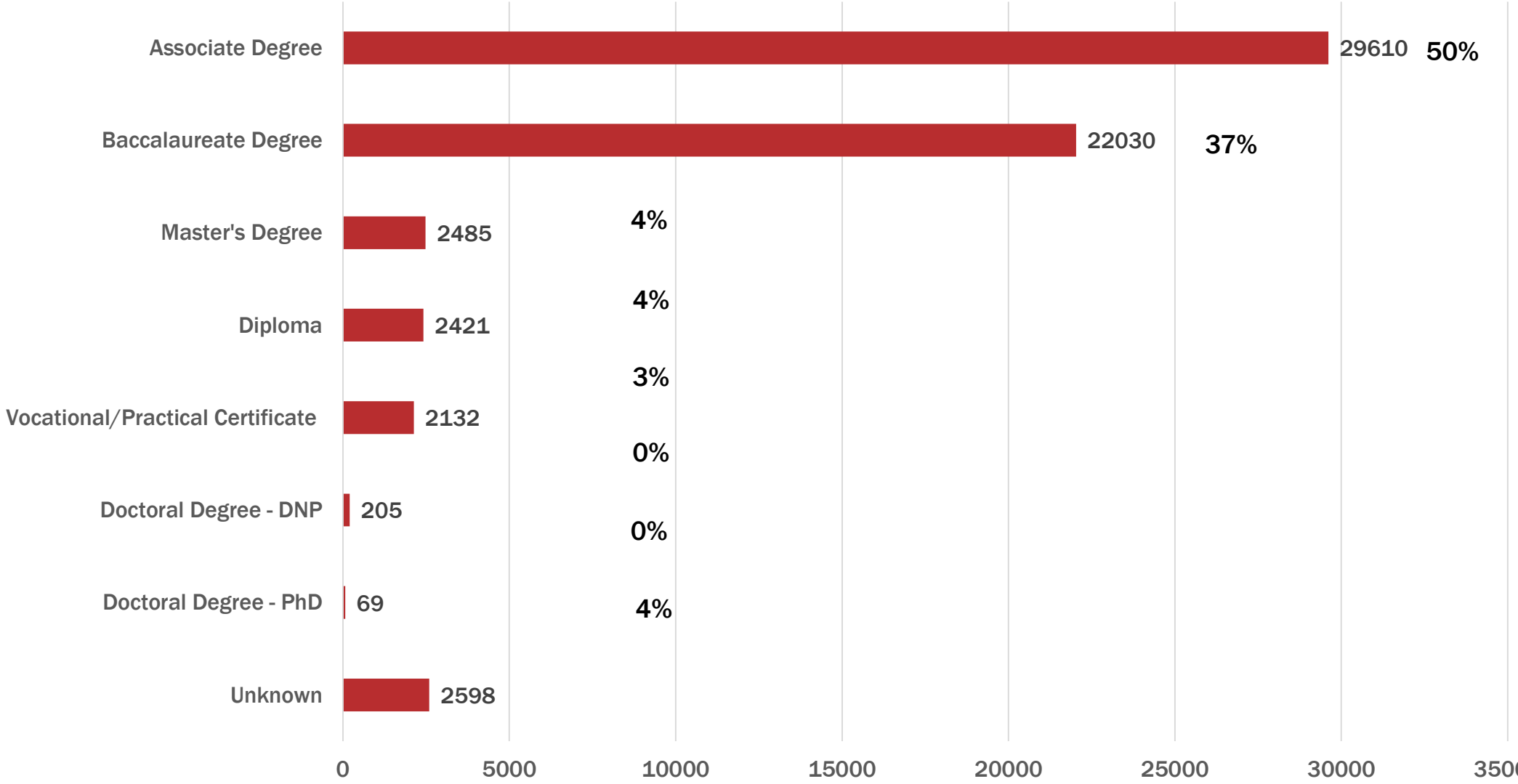
Age



Age in Years

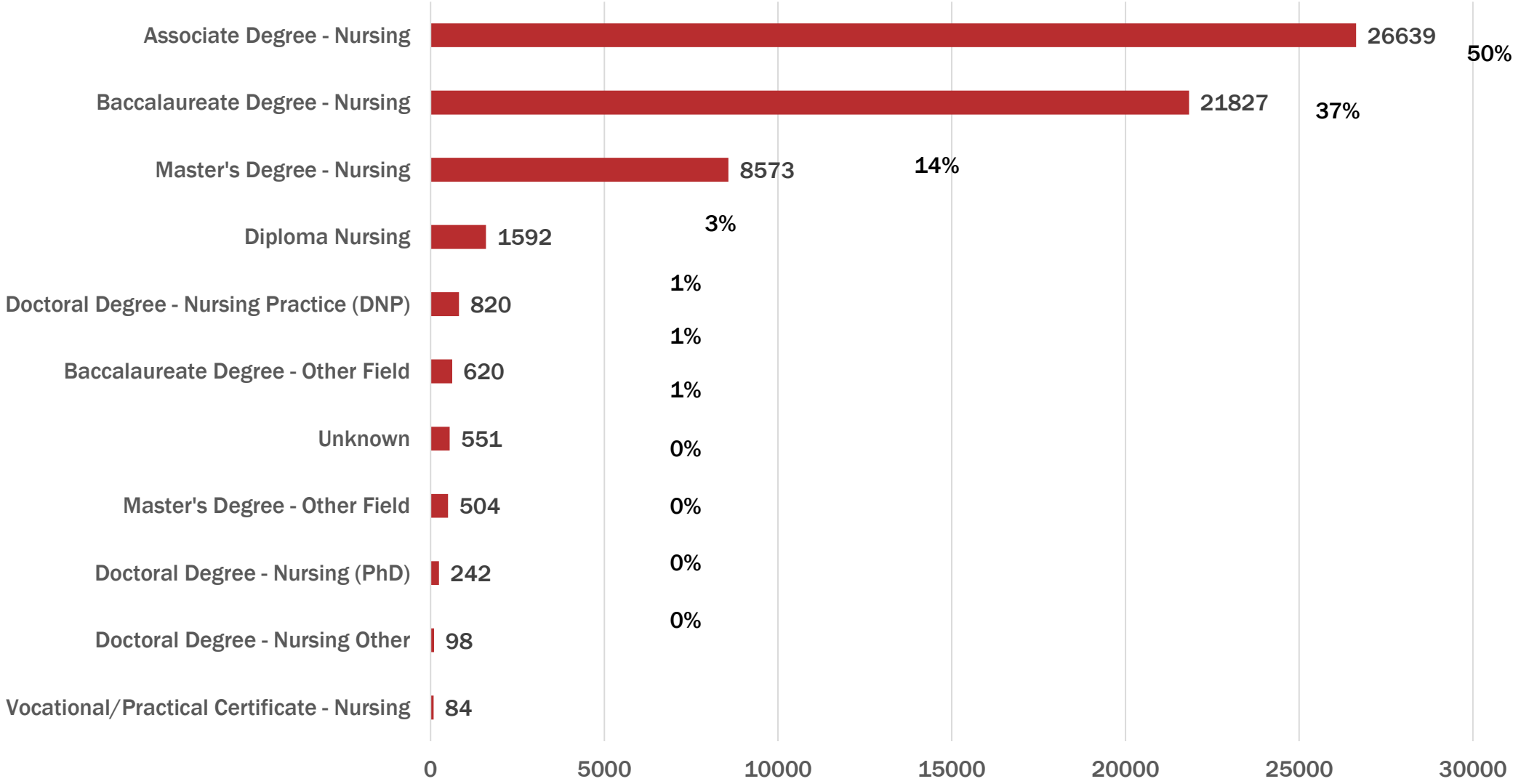
Question 4

Entry Level Education



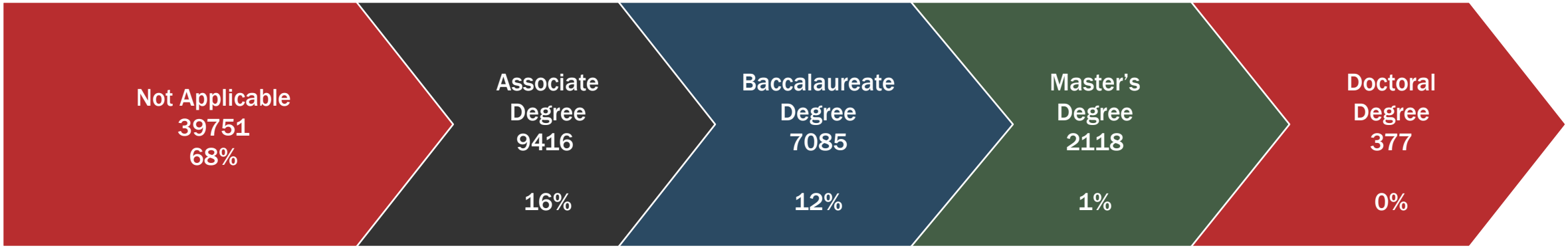
Question 5

Highest Level Education



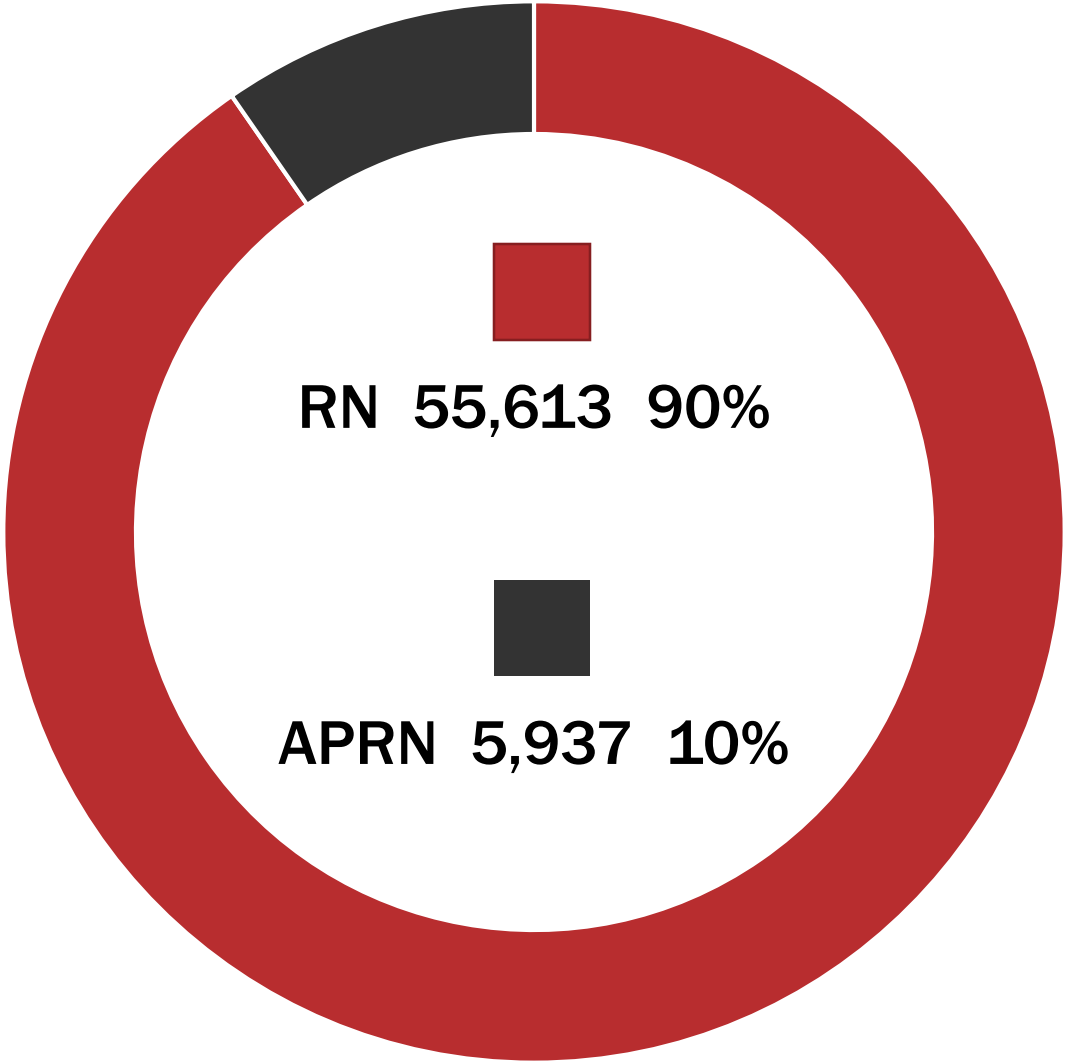
Question 6

Highest Level of Education – Non-Nursing

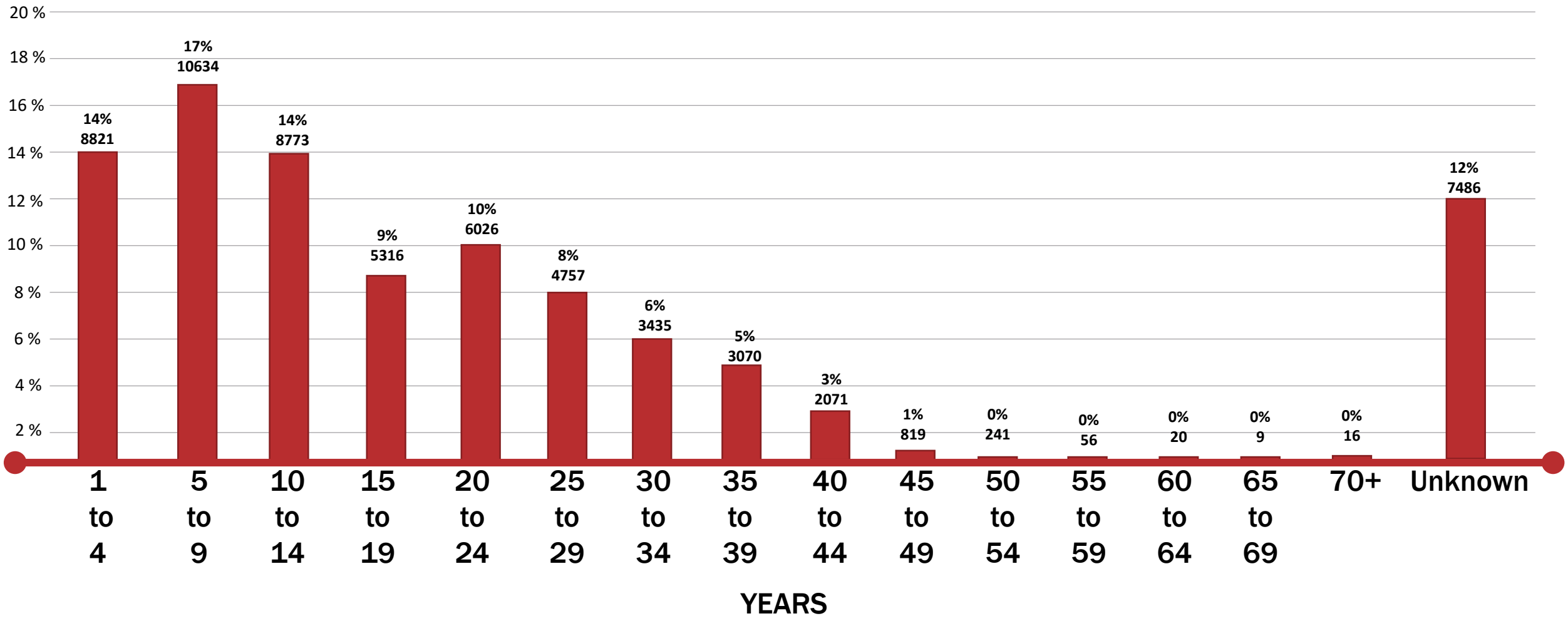


Unknown = 2803 or 4%

Type of License Held

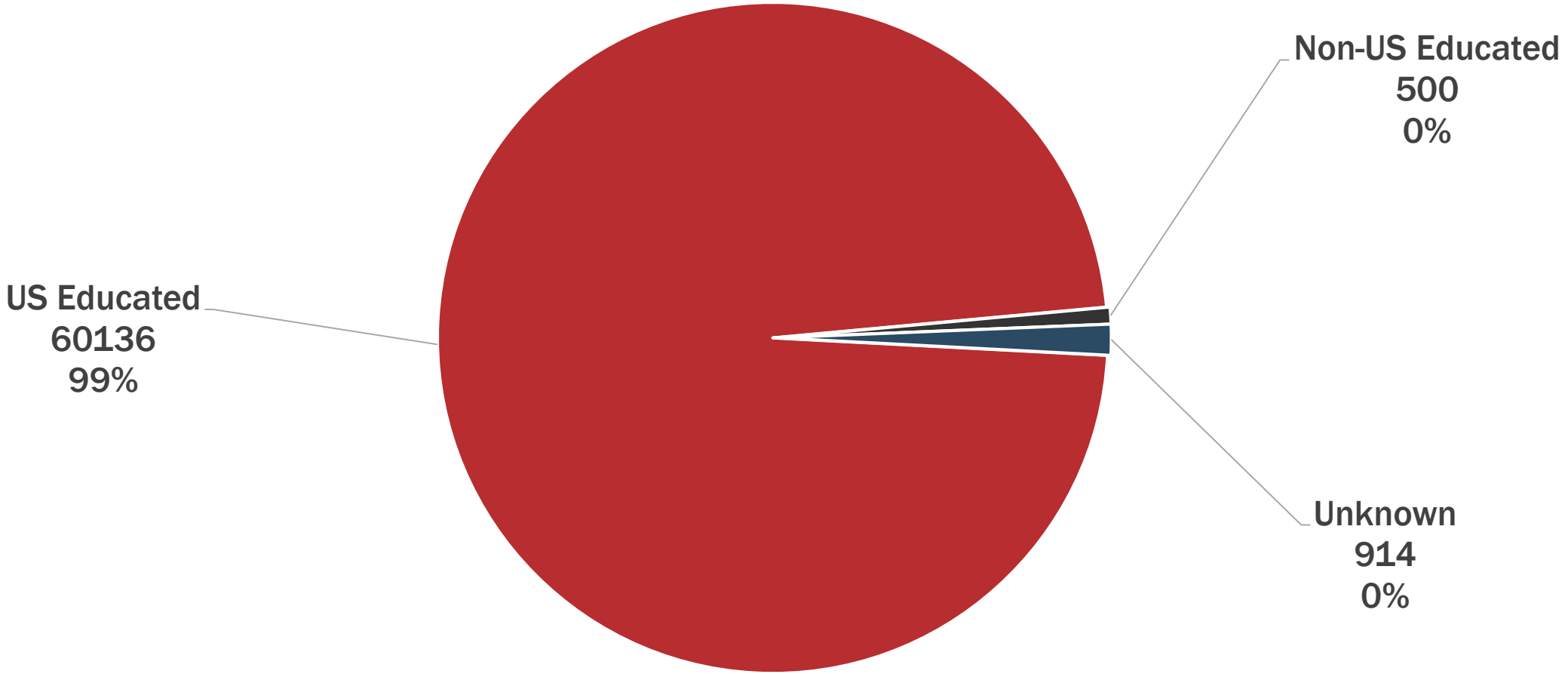


Number of Years Licensed

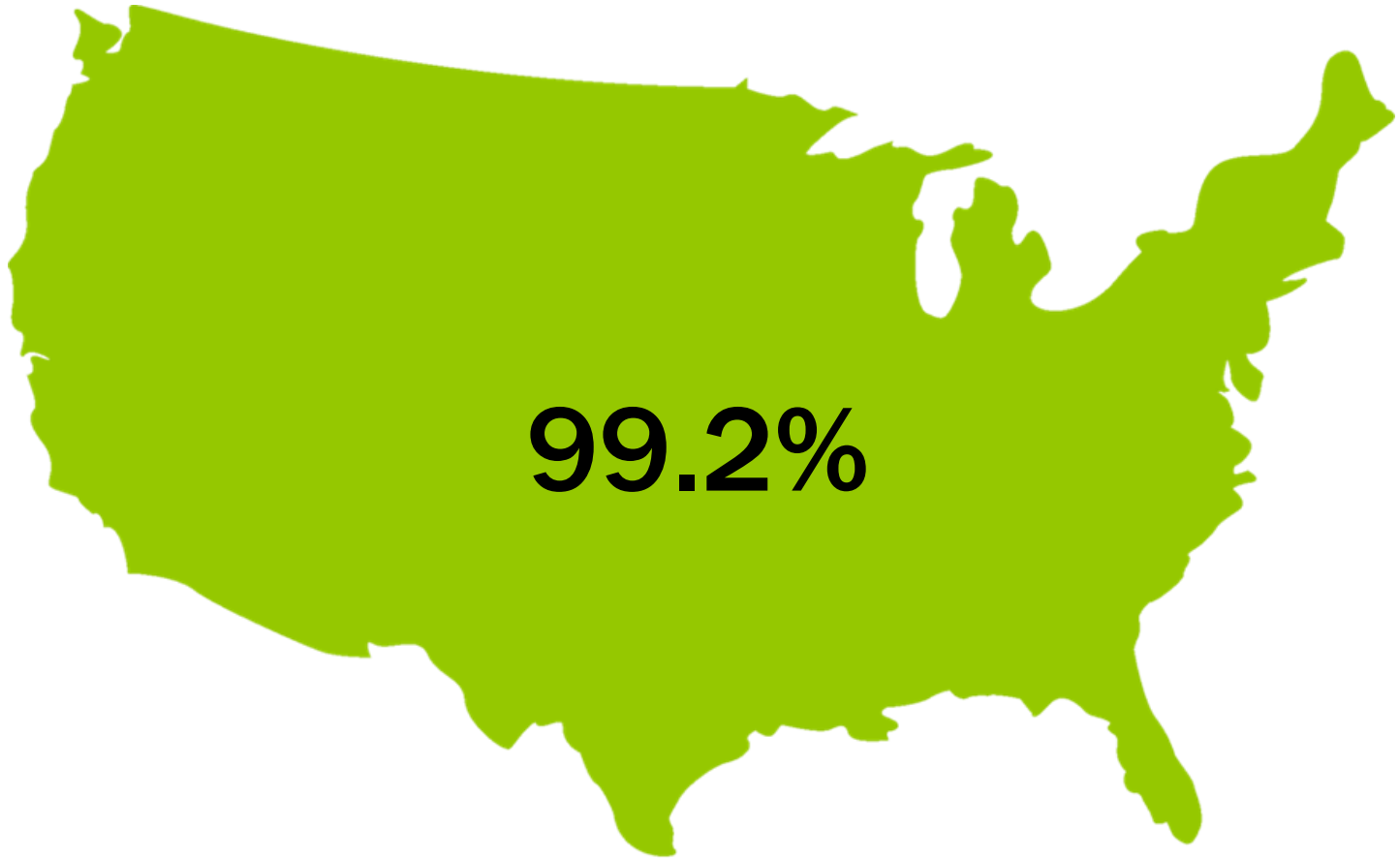


Question 9

Country of Initial Licensure



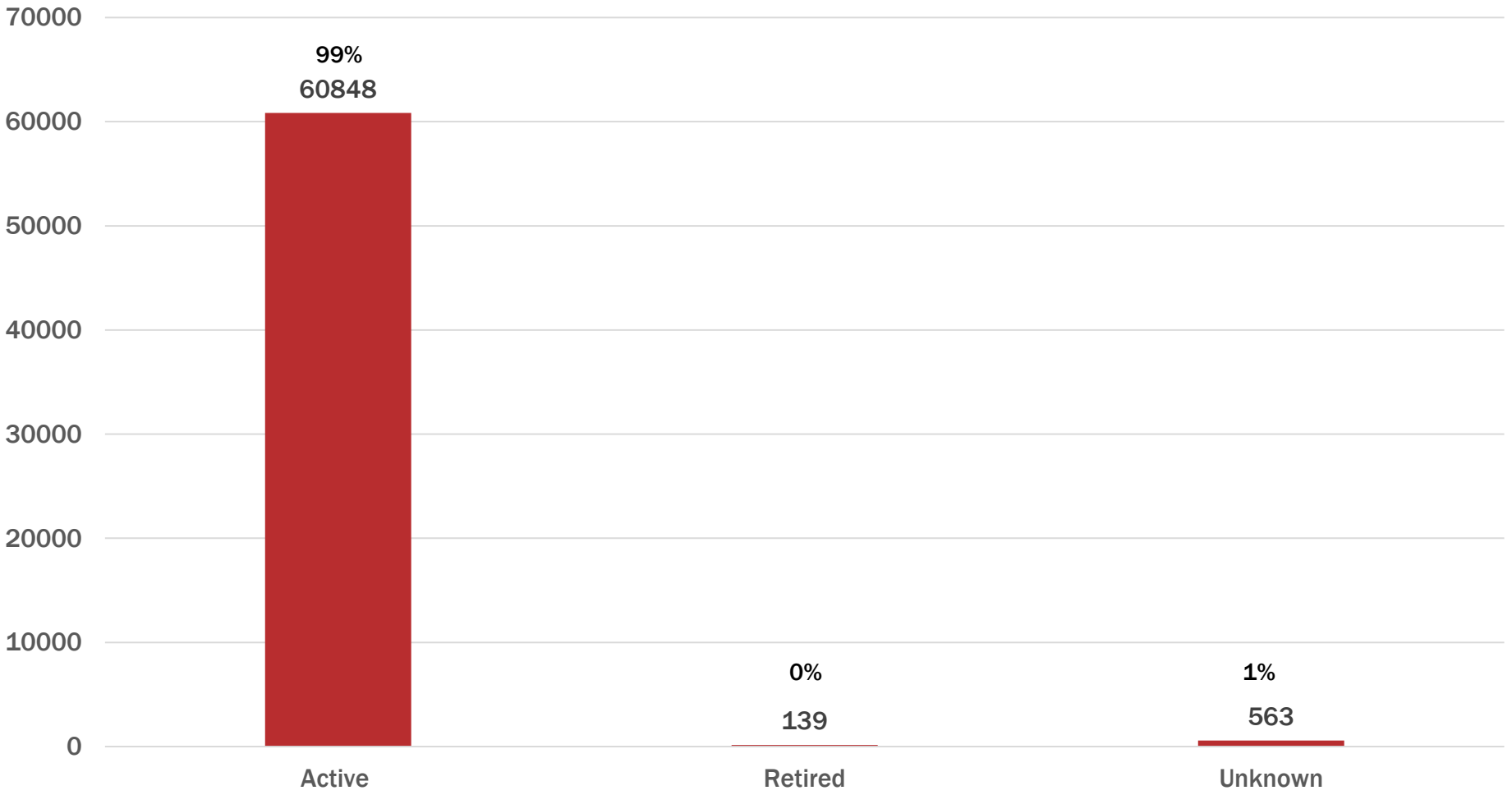
Country of Initial Licensure



Initial Licensure – Outside U.S.

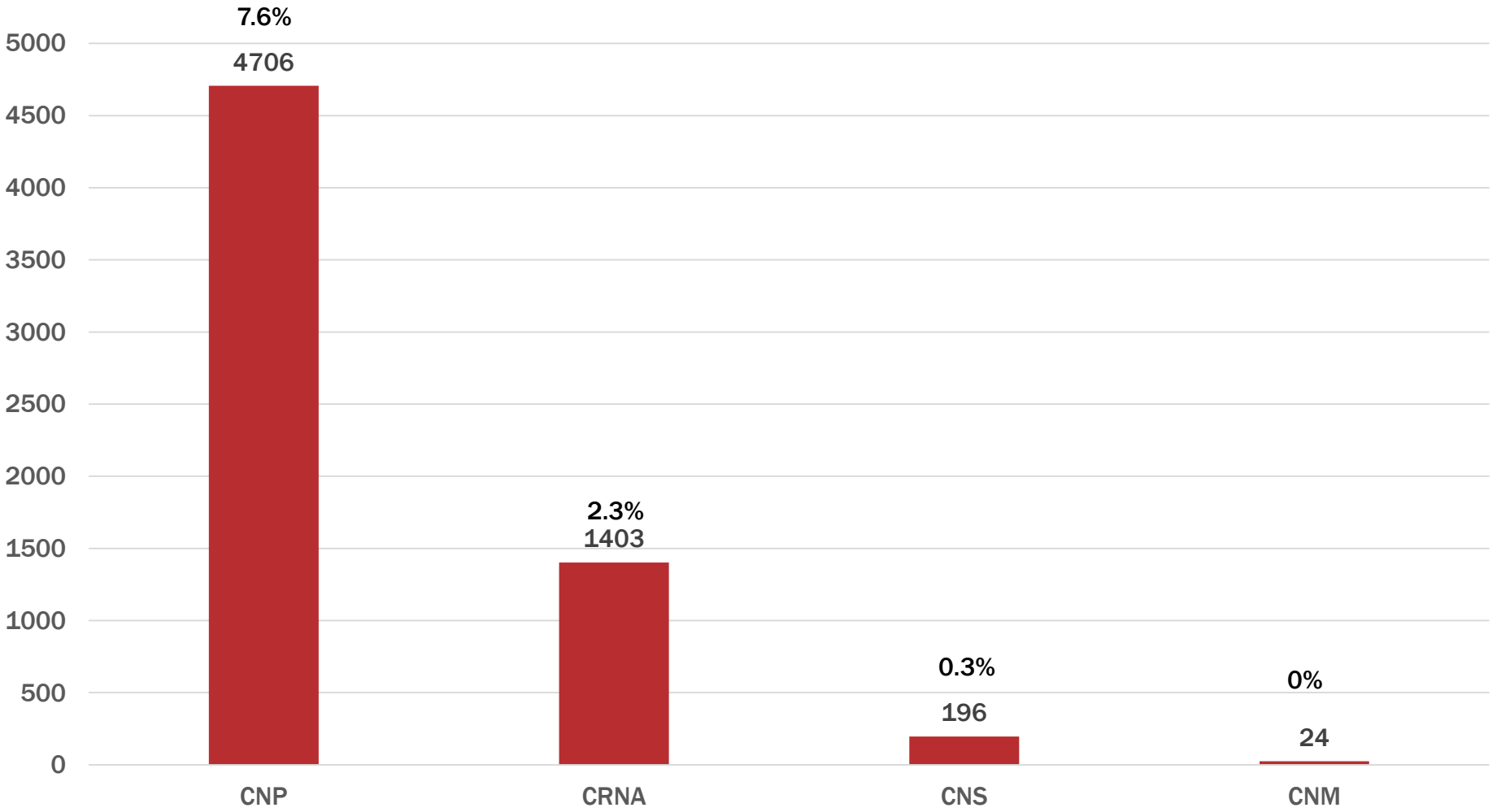
Philippines	19%
Canada	11%
Albania	9%
Afghanistan	6%
United Kingdom	5%
India	3%
Georgia	3%
Nigeria	3%
Algeria	3%
Jamaica	3%
Germany	2%
Kenya	2%
Puerto Rico	2%
Korea, South	2%
China	1%
Australia	1%

License Status



Question 11

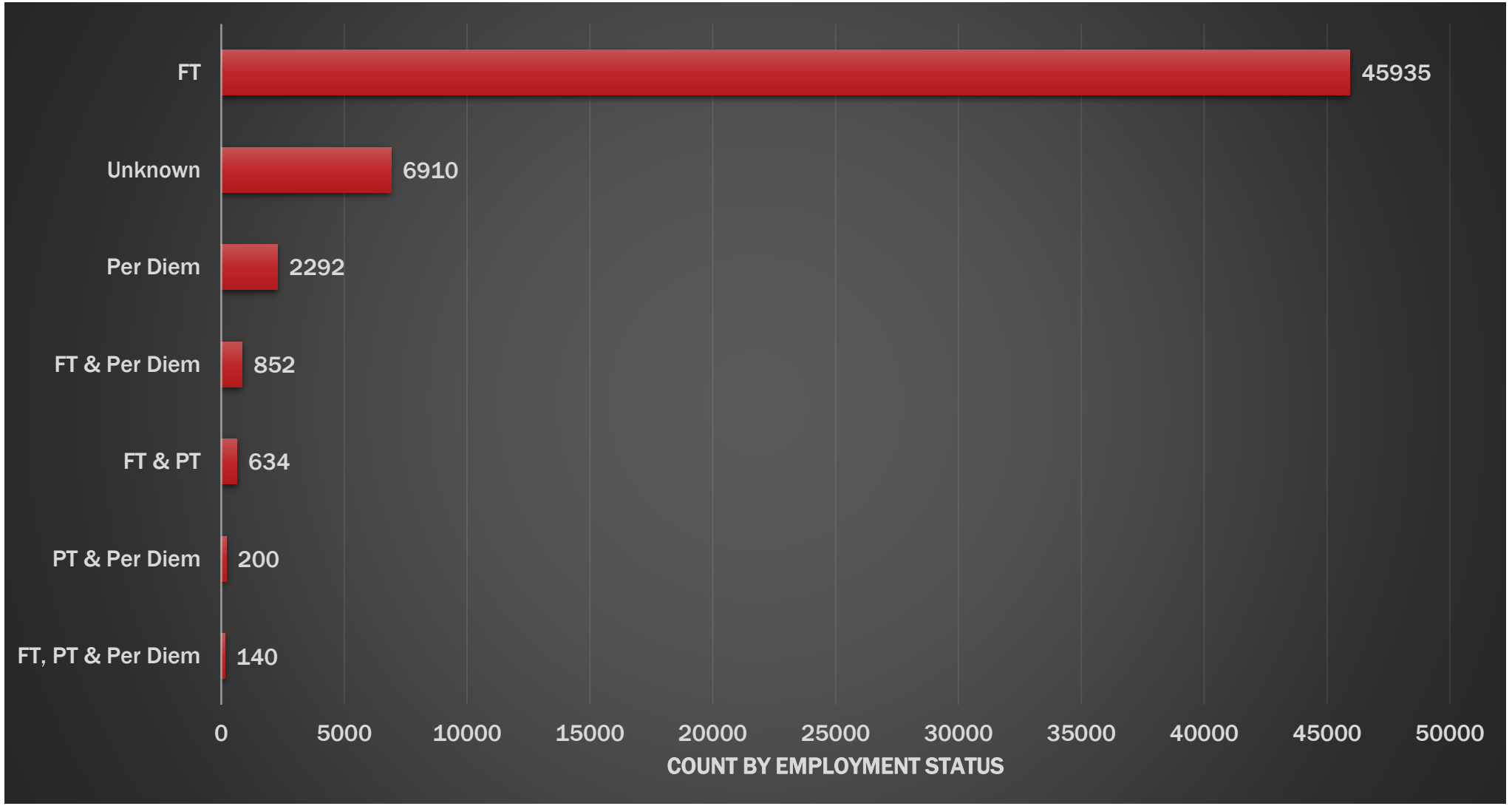
Credentialed to Practice



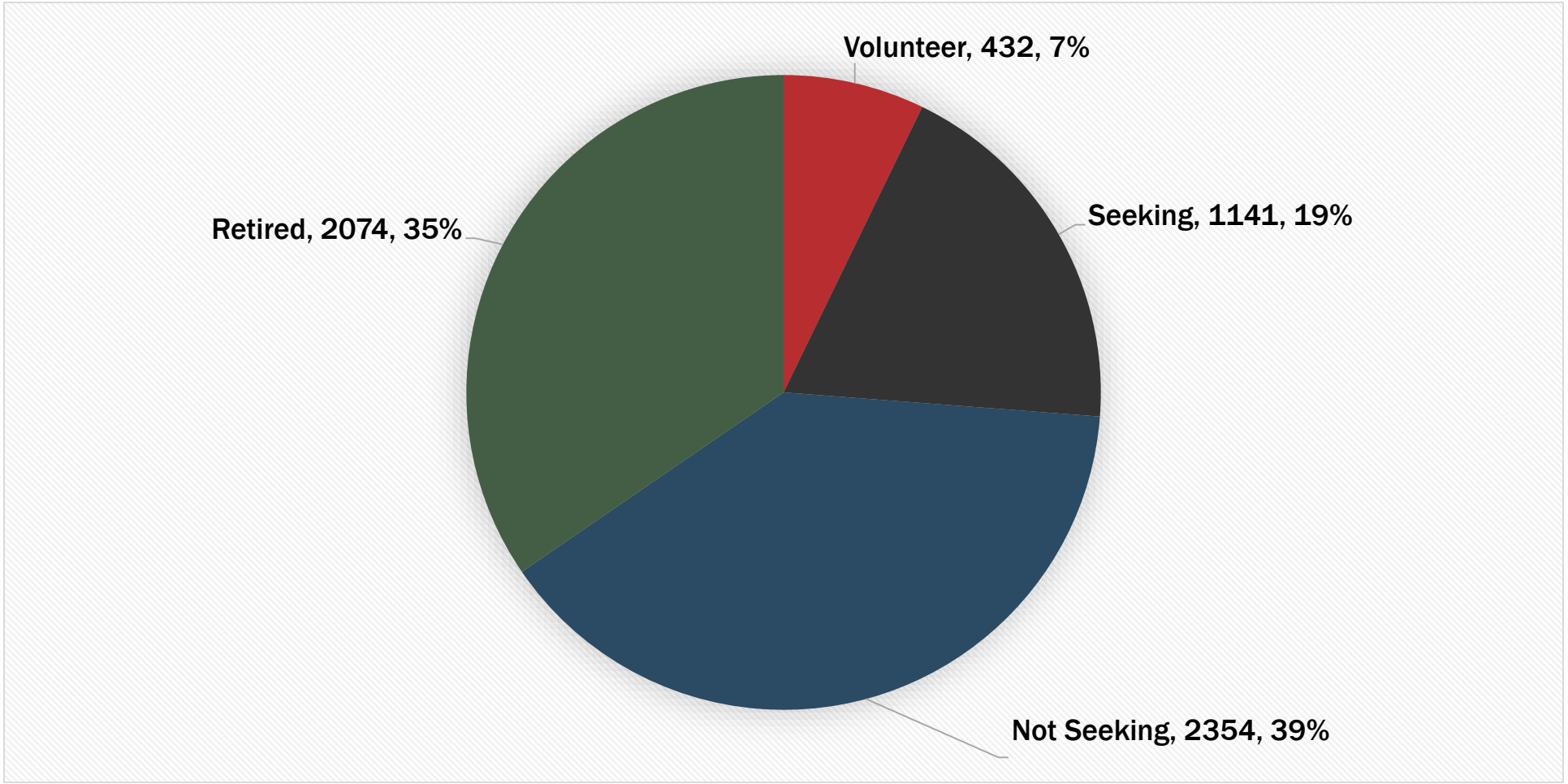
Question 12

Employment – Nursing

FT = Full Time
PT = Part Time

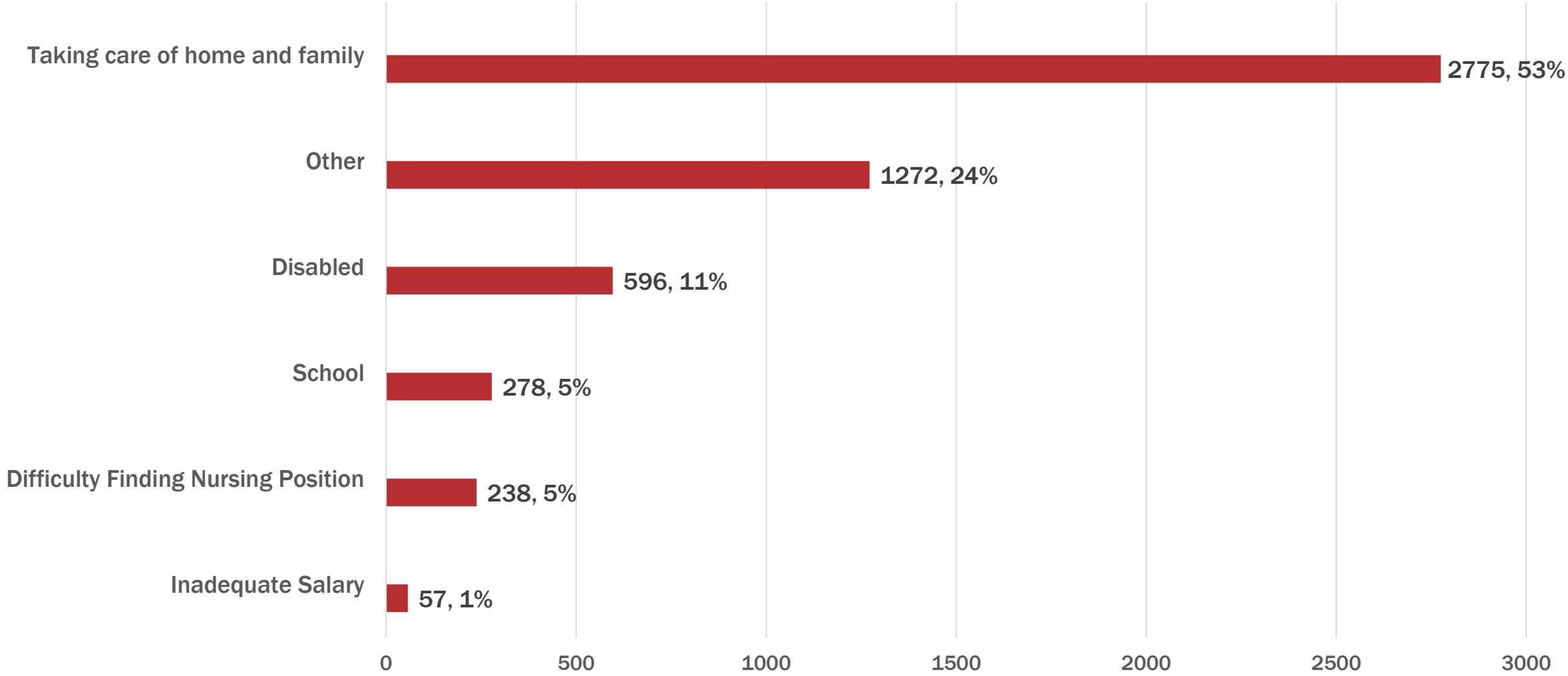


Unemployed



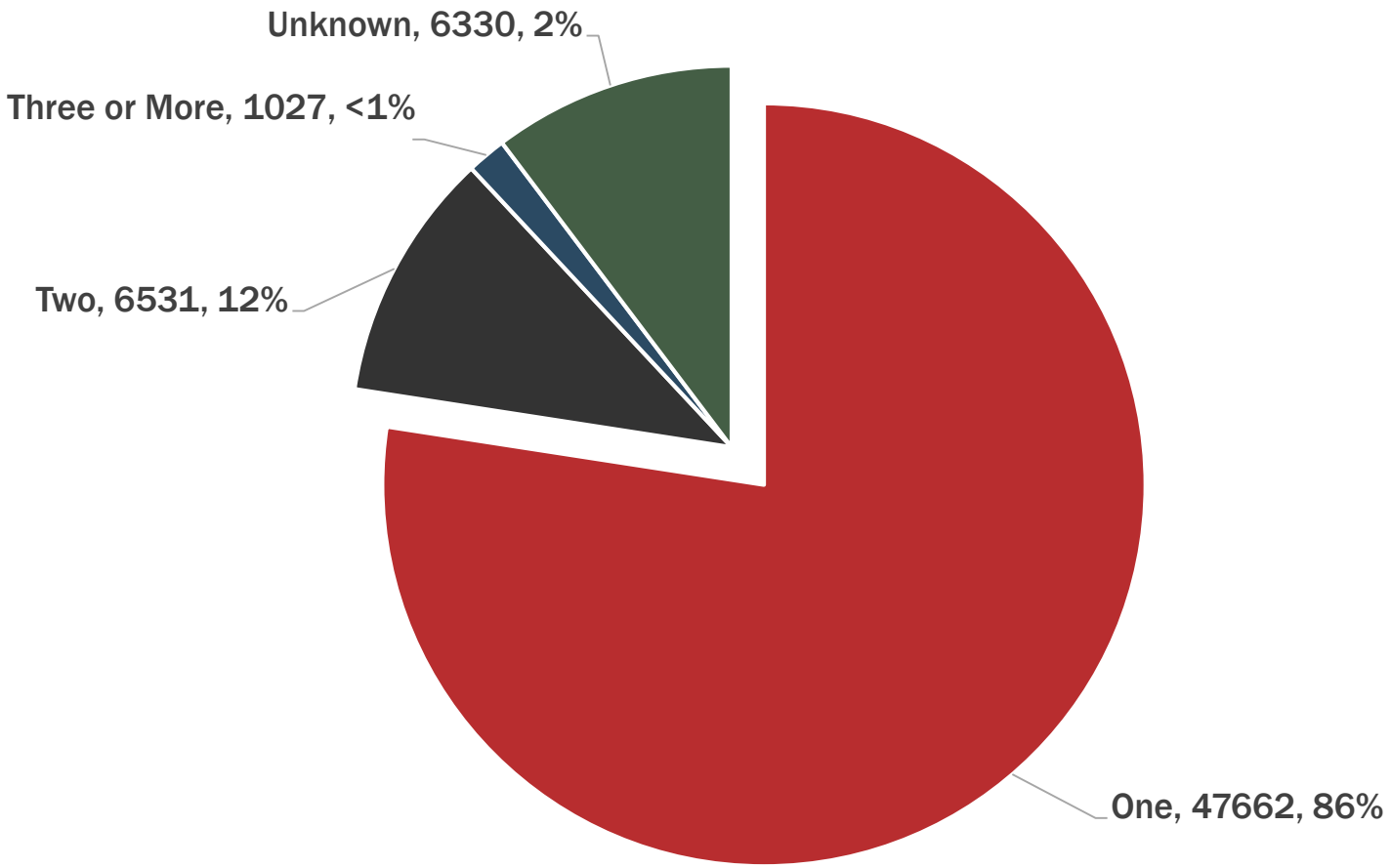
Question 13

Unemployment Reasons

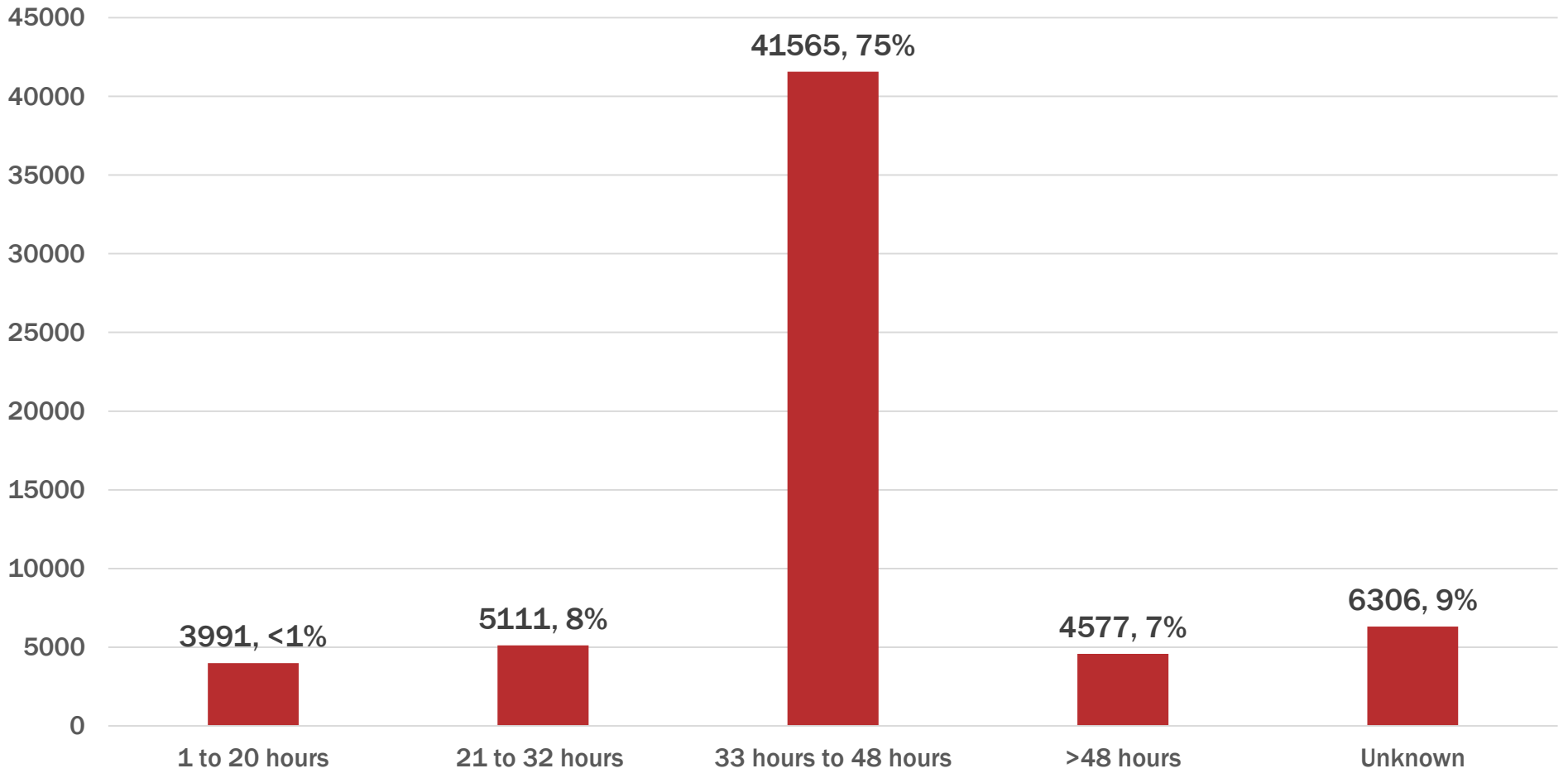


Question 14

Number of Nursing Jobs Held by One Nurse



Number of Hours Worked Per Week



Question 16

Employment Locations in Alabama

**Based on data from ABN's Subscription Service and Employer Report systems*

- 99% of the nurses work for an employer with an Alabama zip code.
- 92% of the Alabama employed nurses are employed in 21 of 67 counties.
- The remaining 8% work in the other 46 counties.

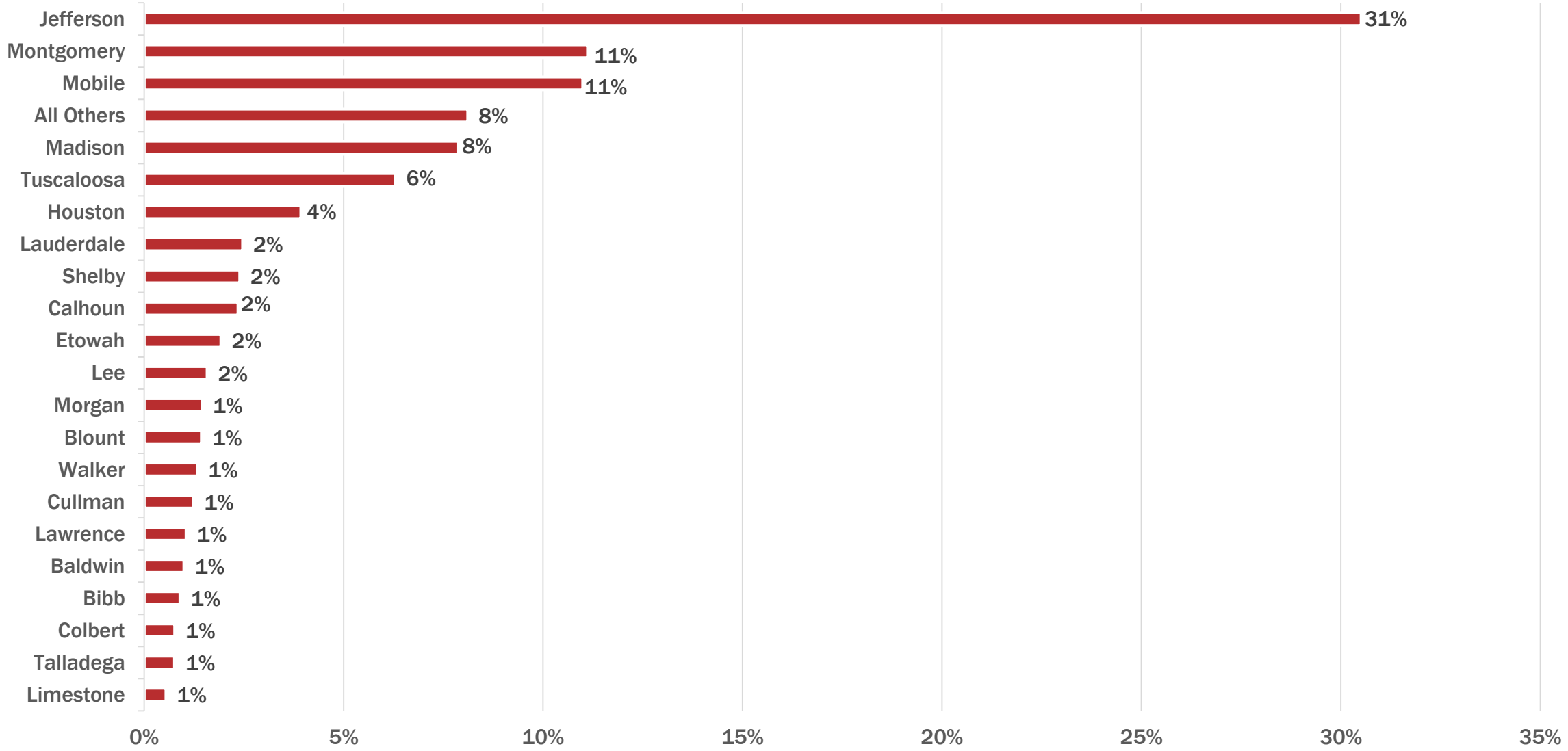
Location of Nursing Employment

**Based on data from ABN's Subscription Service and Employer Report systems*

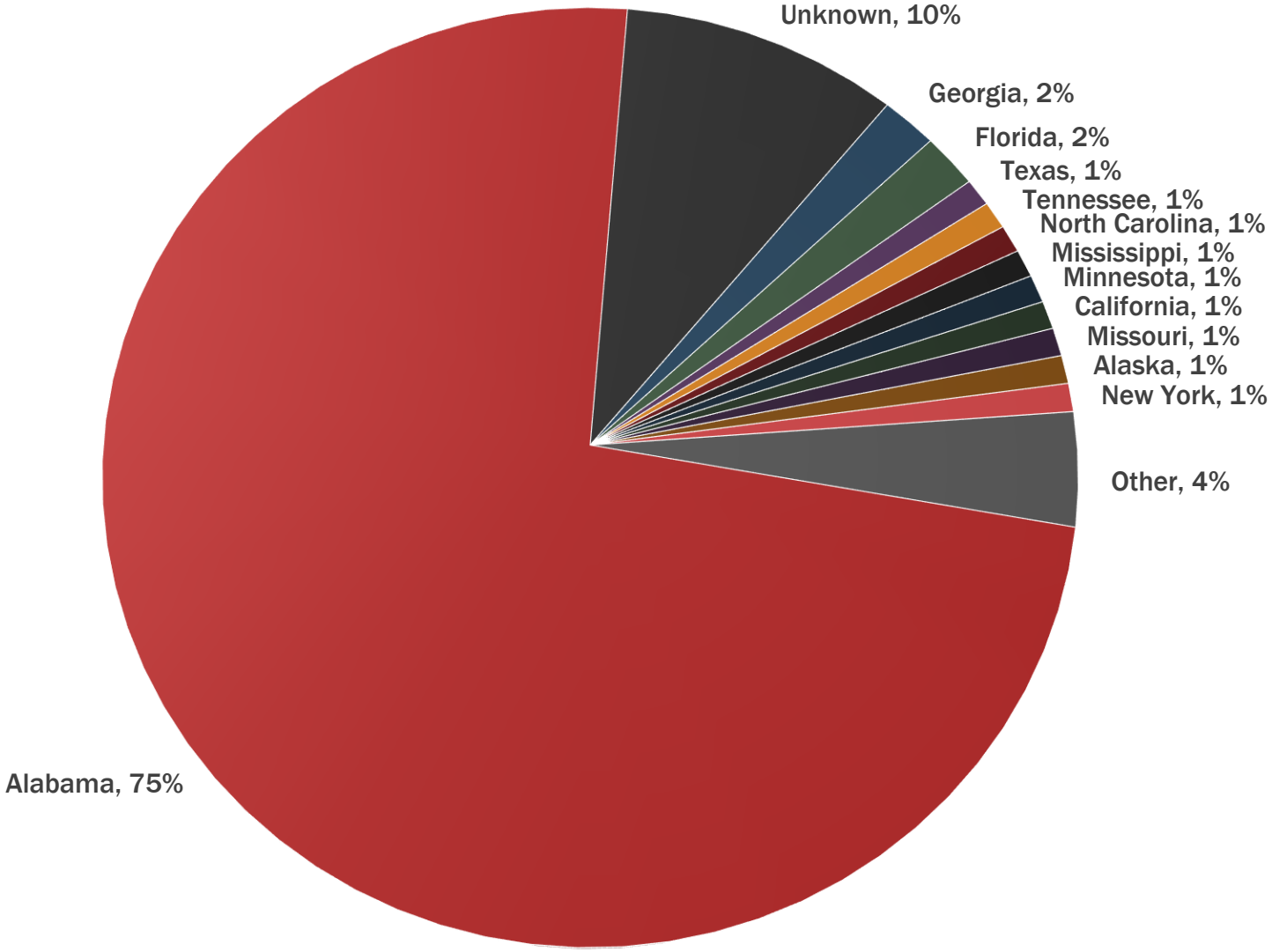
County	Number	Percent	County	Number	Percent
Jefferson	21,100	31%	Morgan	1,002	1%
Montgomery	7,687	11%	Blount	993	1%
Mobile	7,605	11%	Walker	922	1%
Madison	5,438	8%	Cullman	851	1%
Tuscaloosa	4,355	6%	Lawrence	726	1%
Houston	2,718	4%	Baldwin	690	1%
Lauderdale	1,705	2%	Bibb	620	1%
Shelby	1,657	2%	Colbert	528	1%
Calhoun	1,628	2%	Talladega	527	1%
Etowah	1,332	2%	Limestone	379	1%
Lee	1,092	2%			

Nursing Employment Locations

**Based on data from ABN's Subscription Service and Employer Report systems*

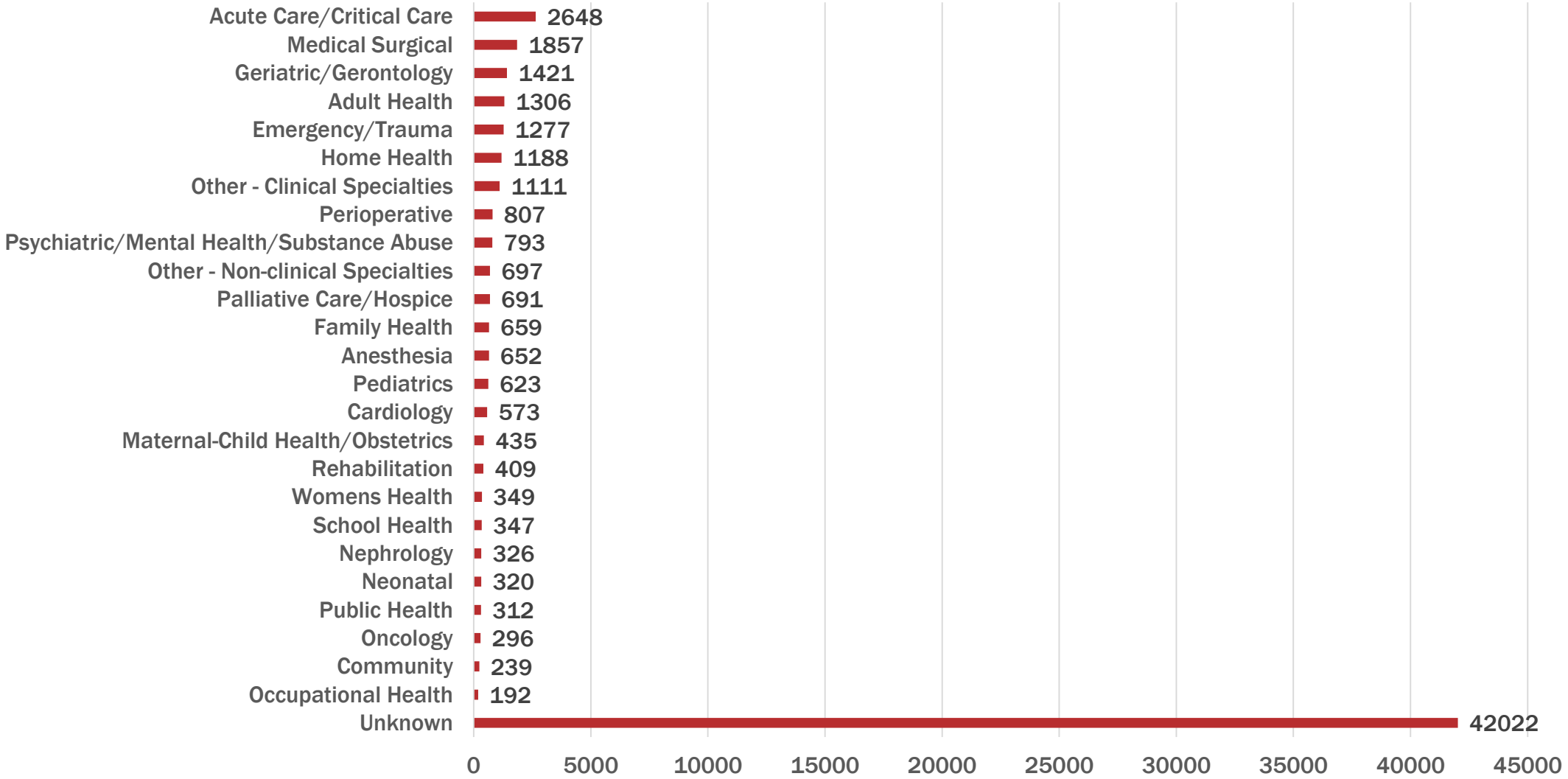


Primary Nursing Employer - Location



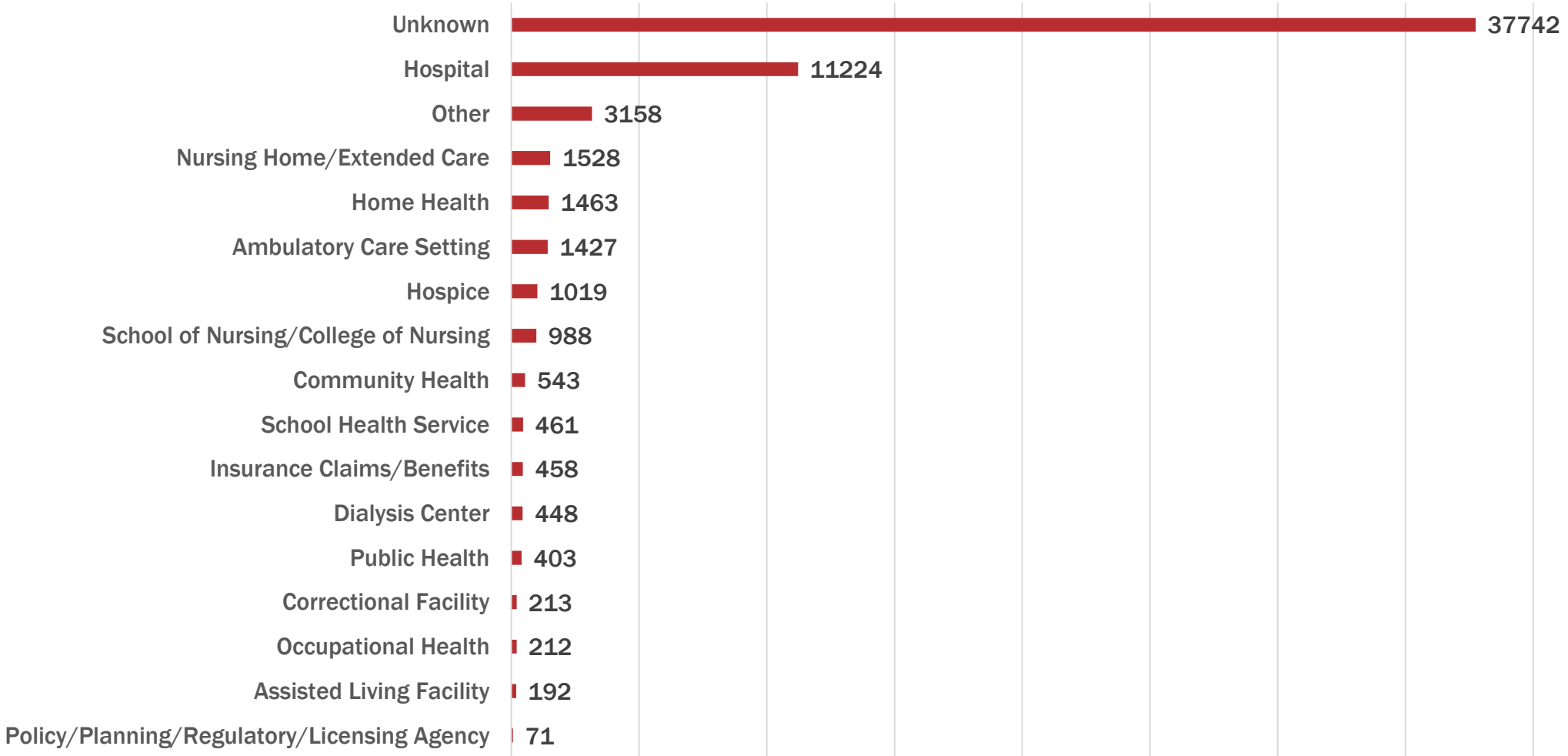
Question 17

Primary Position Specialty



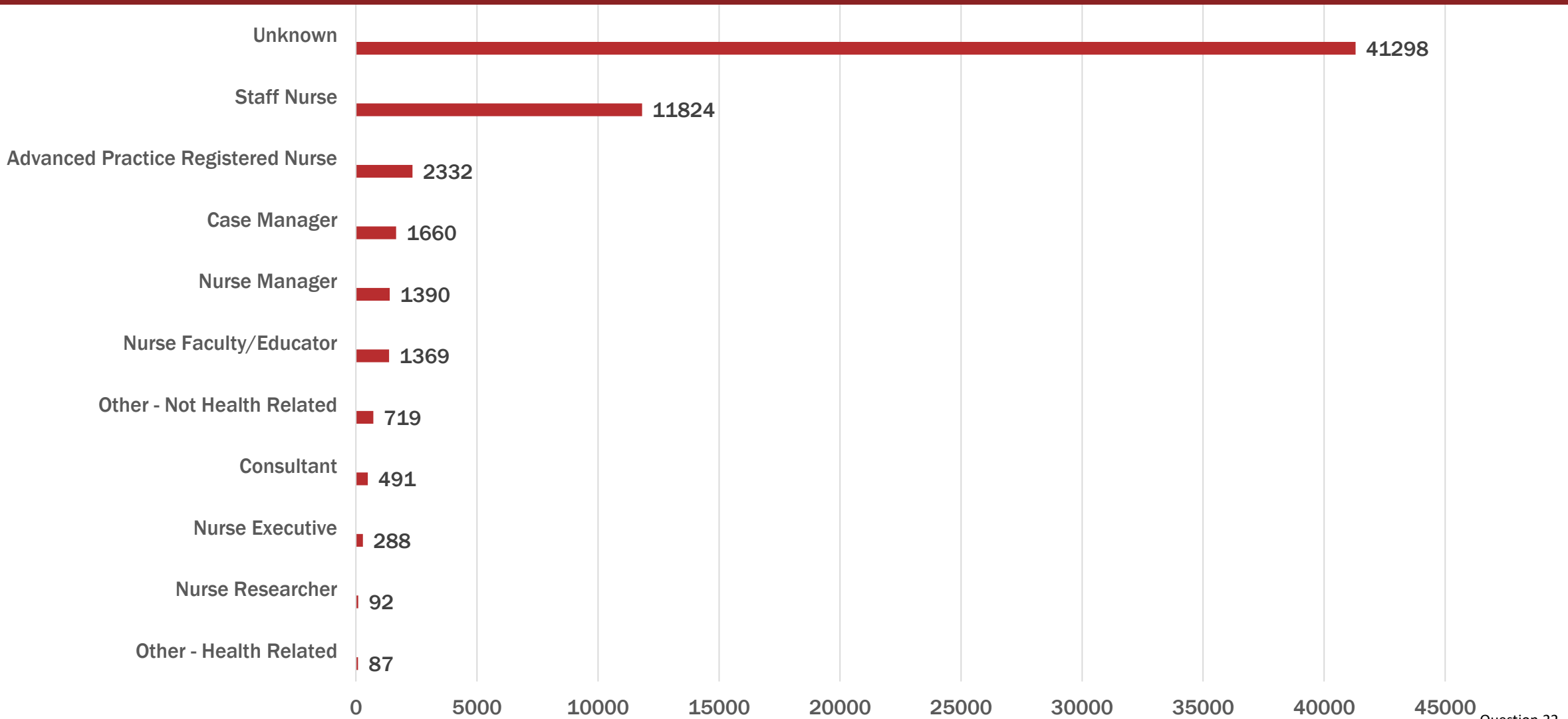
Question 20

Secondary Position - Setting



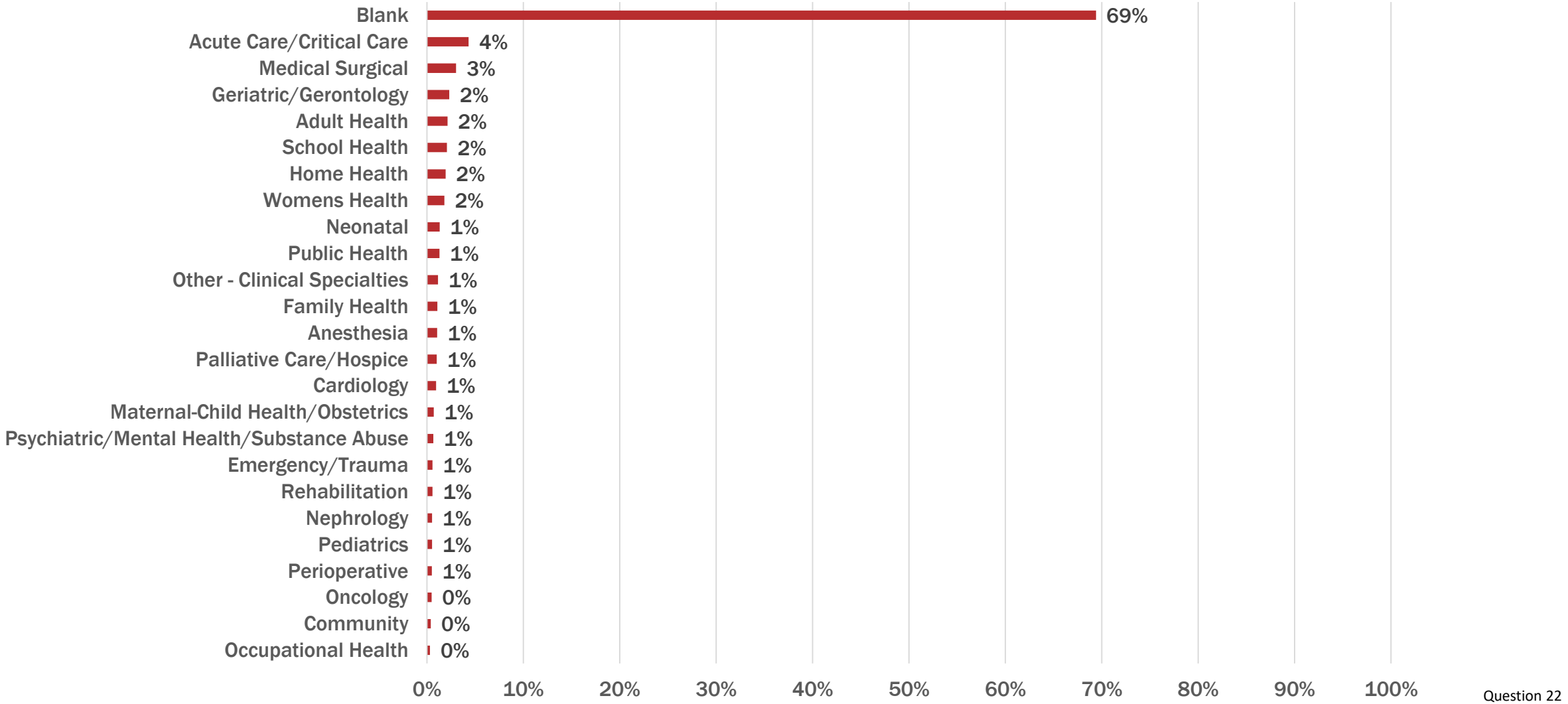
Question 21

Secondary Position by Title



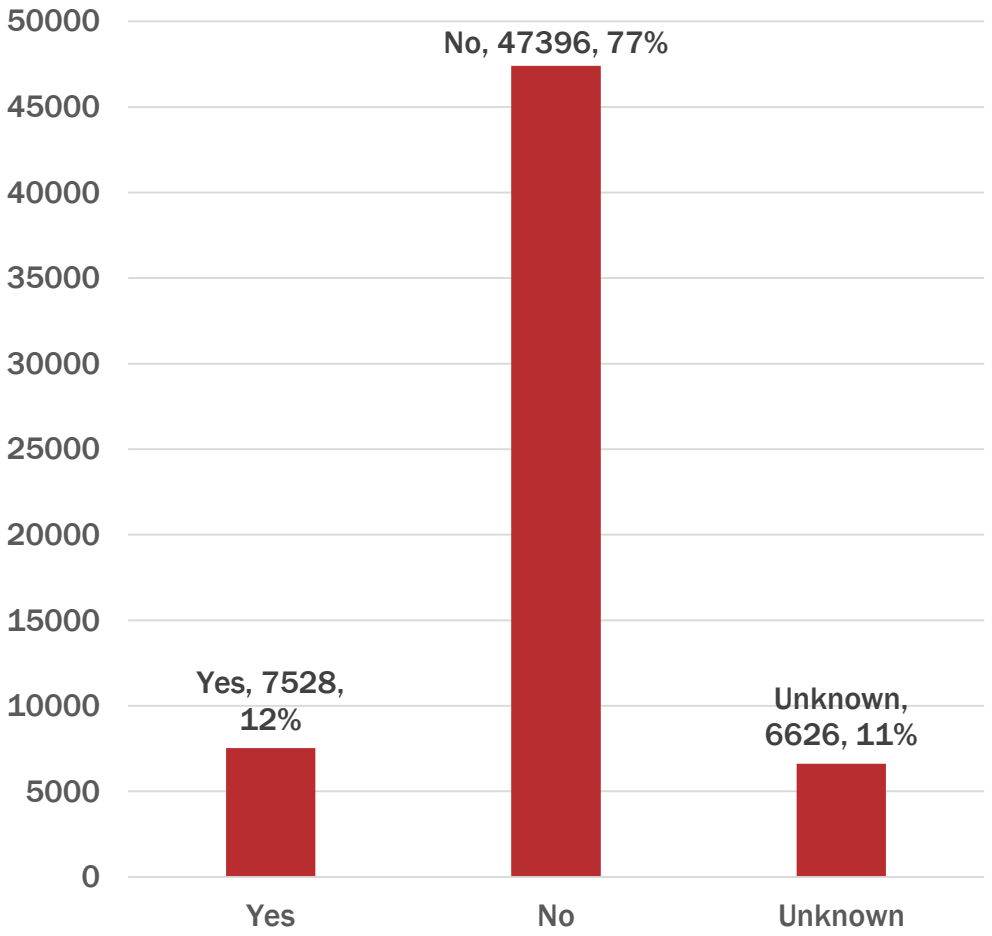
Question 22

Secondary Position Specialty

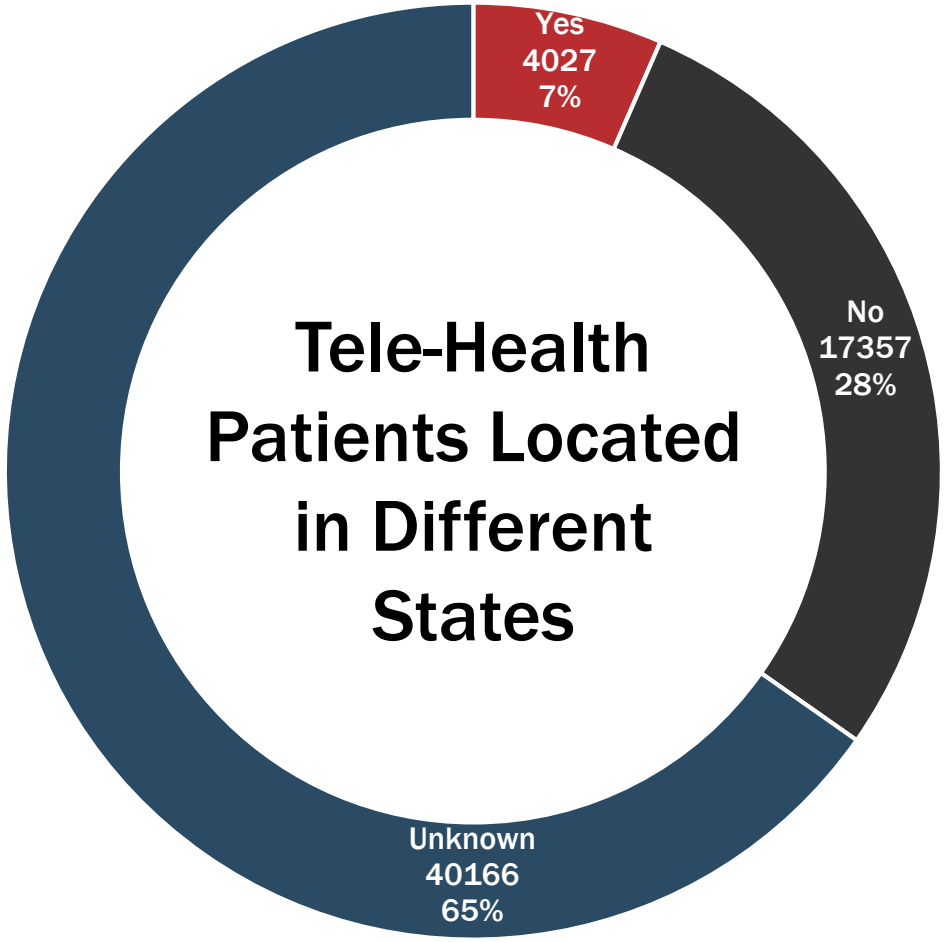


Question 22

Utilization of Tele-Health

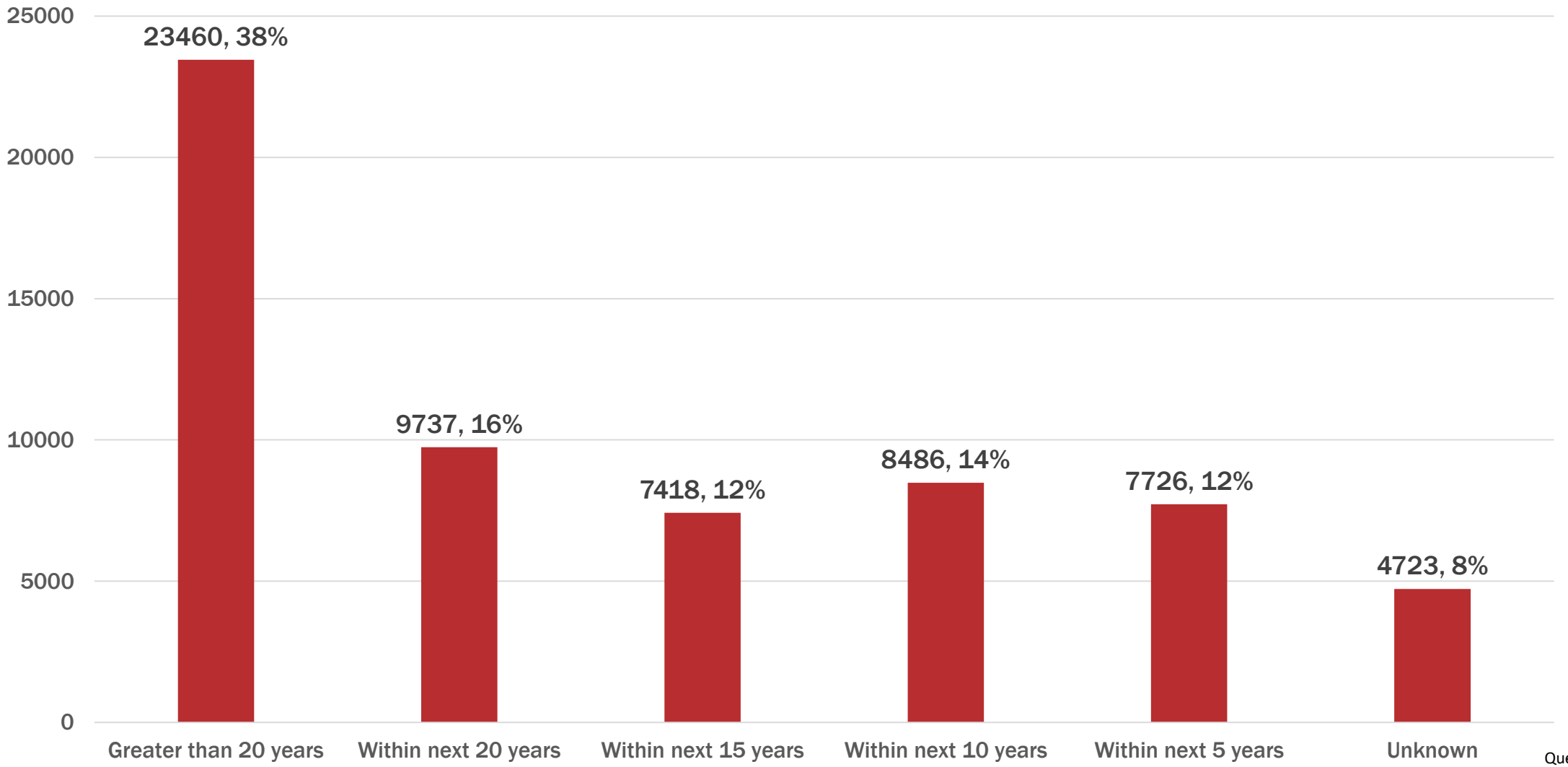


Question 24



Question 25

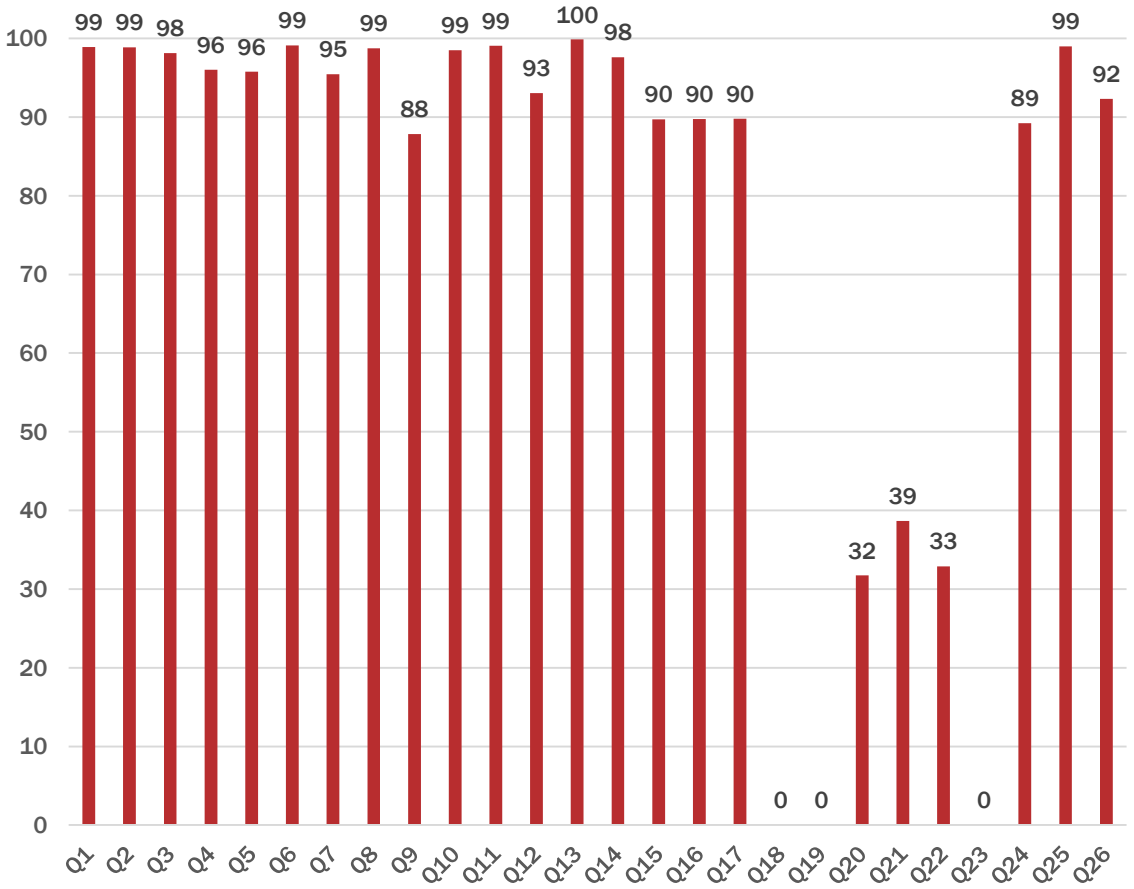
Retirement Planning



Question 22
Question 26
Question 22

SUMMARY
Average Response To All Questions – 87.39%

Response Rate Percent by Question



Contributing Factors to Increase in Response Rate

- **Effective Communication Plan**

2018 RN Renewal, Workforce Survey, and CE Communication Plan

JUL	AUG	SEP	OCT	NOV	DEC
• Quarterly Newsletter	• Flyer • Ad in *The Alabama Nurse*	• Full Announcement	• License Renewal & Survey Article in Newsletter	• Repeat September Message • Repeat Flyer	• Repeat Details in October Newsletter

Communication Methods
- ABN Website
- ListServ
  - RNs
  - CNOs
  - Subscribers
- Facebook
- Twitter

Communication to Include:
- Purpose of Survey
- Benefits of Participation
- What We Glean From Data
- Anonymous
- Type of Information Included
- Estimate How Long It Takes To Complete Survey
- Encourage Licensees to Access CE on the ANRC

LMS Data Used to Validate Survey Data:
- Gender
- Race
- Birth Year
- Type of License
- Status of License

- **Survey was presented to licensees as the first step of the renewal process. Licensees were not required to participate.**